



**SIAST**

SASKATCHEWAN INSTITUTE OF  
APPLIED SCIENCE AND TECHNOLOGY

# ***1996 Disabled Graduate Employment Statistics Report***

*Prepared by:*

*SIAST Research and Development*

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December 1997  
#97-17

**1996**

**DISABLED GRADUATE**

**EMPLOYMENT STATISTICS**

**REPORT**



**SIAS**

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APPLIED SCIENCE AND TECHNOLOGY

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## EXECUTIVE SUMMARY

The major findings of the 1996 Disabled Graduate Employment Survey are as follows:

- Of 98 Disabled graduates, 44 answered to the survey for an **Disabled participation rate of 45%**.
- Over **88%** indicated the **program had met their expectations**.
- Of the graduates responding, almost **57%** **rated the quality of training as either Very Good or Excellent**.
- **Sixty-four percent** indicated they were **working** (Employment Rate) at the time of the survey. (83% for Non-Disabled graduates responding)
- Of the labor force (employed and unemployed), **76%** were employed (**Labor Force Employment Rate**). (91% of the Non-Disabled labor force)
- The **Unemployment Rate** (unemployed/labor force) was **24%**. (9% for Non-Disabled graduates)
- Of the employed graduates, **64%** indicated **full time employment**. (79% for Non-Disabled graduates)
- **Mean monthly salary** in a full time training related job for Disabled graduates was **\$1,498**. (\$1,755 for Non-Disabled graduates)
- **Nine percent** indicated they were **self employed**. (7% for Non-Disabled graduates responding)
- **Seventy-one percent** were in a **training related occupation**. (79% for Non-Disabled respondents)
- Of the non-working respondents, **56%** indicated they **had worked at some time** since graduation. (63% of Non-Disabled)
- Gender breakdown of Disabled graduates responding was **52% Male, 48% Female**.
- **Average age** was **31.9 years**. (25.7 for Non-Disabled respondents)
- **Twenty-one percent** indicated they were of **Aboriginal ancestry**.
- **Twelve percent** indicated they were members of a **Visible Minority**.



## **INTRODUCTION**

The objective of this report is to provide information on Disabled graduates who have completed a certificate or diploma program at the Saskatchewan Institute of Applied Science and Technology. Comparison with Non-Disabled graduates is also included.

### **OBJECTIVE**

The 1996 Graduate Employment Survey, on which the Disabled Graduate Employment Statistics Report is based, collected data on 1995-96 graduates from all Saskatchewan Institute of Applied Science and Technology (SIASST) campuses: Kelsey in Saskatoon; Palliser in Moose Jaw; Wascana in Regina; and Woodland in Prince Albert and Meadow Lake.

### **SCOPE**

The programs surveyed for the 1996 Graduate Employment Survey included certificate and diploma programs offered on campus and off campus. Programs not included in the survey were Apprenticeship, Saskatchewan Skills Development, upgrading, employer based or other special programs. Also, new programs that had not yet produced graduates were not included. Most graduates completed their programs in the spring and were surveyed six months later in November. For this report only, data from the on campus programs were used. This was done to allow consistent comparison with previous years.

Registrars at the four SIASST campuses supplied the lists of graduates with telephone numbers and mailing addresses. SIASST Research and Development contacted program heads for confirmation and update of the contact information. Calibre Consultants Inc. of Saskatoon and Tanka Research of Regina were contracted to contact each graduate and utilising CATI technology (Computer Assisted Telephone Interview) ask them to answer questions. Once the survey was performed, the database was forwarded to SIASST Research and Development where an additional follow-up by mail was conducted to maximise the response rate. The data was then cleaned and sorted into Disabled and Non-Disabled responses. From this the results were tabulated and analysed to obtain the information for this report.

### **PROCEDURE**

The Graduate Employment Survey did not use random sample methodology. All graduates, as defined above, were surveyed and a percentage of this population responded. Effort was made to ensure at least a 50% response rate of graduates from each program. The results presented here are based on these respondents. It should be noted that the results relate to the respondents' situation at the time of the survey only - approximately six months after graduation.

### **RESPONSE**

The report is written following the format of the survey questionnaire. Each question is listed with the results following. Wherever relevant, historical data from the previous four years is provided to illustrate trends or patterns. Also provided for comparative purposes are the results from the Non-Disabled graduates, as well as the Disabled graduates from last year. Appendix A contains a list of references and Appendix B is a copy of the survey questionnaire.

### **REPORT FORMAT**

## ENROLMENT - GRADUATES

Disabled student participation at SIAST is monitored by the SIAST Education Equity Program. Students are requested to identify themselves as being Disabled when they register for their program of study.

### ENROLMENT

For the 1995-96 Academic year, 6% of students enrolled at SIAST for on campus certificate and diploma programs were Disabled. Wascana Campus had the highest concentration of Disabled students with 9%. Palliser Campus had the lowest with only 2% of the student population. Compared to 1995, Disabled enrolment has increased at all four campuses.

**Table 1: Disabled Enrolment as a Percentage of Total Enrolment**

|                 | 1996<br>Total<br>Enrolment<br># | 1996<br>Disabled<br>Enrolment<br># | 1996<br>Disabled<br>Enrolment<br>% | 1995<br>Disabled<br>Enrolment<br>% |
|-----------------|---------------------------------|------------------------------------|------------------------------------|------------------------------------|
| Kelsey Campus   | 1339                            | 77                                 | 5.8                                | 5.1                                |
| Palliser Campus | 1727                            | 35                                 | 2.0                                | 1.5                                |
| Wascana Campus  | 1628                            | 148                                | 9.1                                | 7.6                                |
| Woodland Campus | 953                             | 59                                 | 6.2                                | 4.1                                |
| Total           | 5647                            | 319                                | 5.6                                | 4.5                                |

### GRADUATES

The distribution of Disabled graduates follows a similar pattern. Four percent of all graduates indicated they were Disabled. Wascana Campus had the highest concentration with 7% of graduates Disabled. Palliser had the lowest with only 1% Disabled but a slight increase from last year.

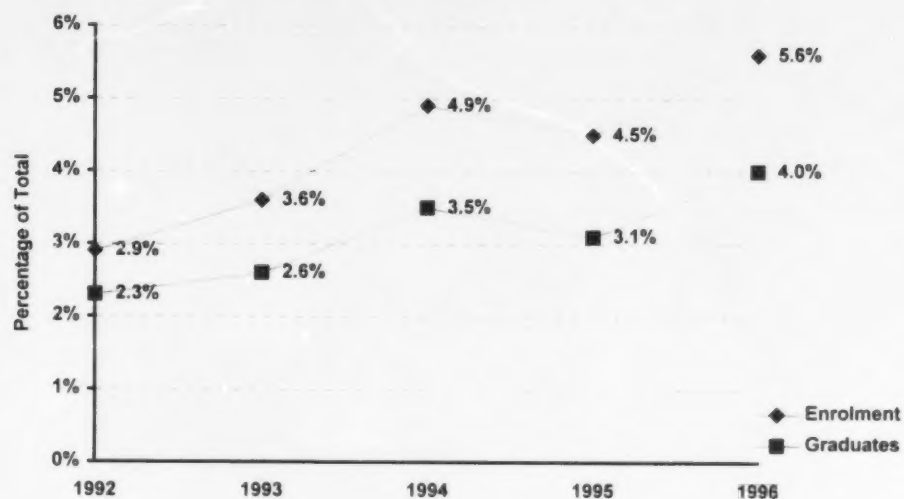
**Table 2: Disabled Graduates as a Percentage of Total Graduates**

|                 | 1996<br>Total<br>Graduate<br># | 1996<br>Disabled<br>Graduate<br># | 1996<br>Disabled<br>Graduate<br>% | 1995<br>Disabled<br>Graduate<br>% |
|-----------------|--------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| Kelsey Campus   | 685                            | 24                                | 3.5                               | 4.2                               |
| Palliser Campus | 622                            | 7                                 | 1.1                               | 0.9                               |
| Wascana Campus  | 780                            | 55                                | 7.1                               | 4.4                               |
| Woodland Campus | 365                            | 12                                | 3.3                               | 2.1                               |
| Total           | 2452                           | 98                                | 4.0                               | 3.1                               |

As Figure 1 illustrates, the proportion of Disabled students enrolled at SIAST has risen over the last 5 years. In 1992, just under 3% of students enrolled at SIAST were Disabled. By 1996, this number had increased to under 6%.

The proportion of graduates that are Disabled continues to increase over previous years. In 1992, 2% of all SIAST graduates were Disabled. In 1996, this number increased to 4%.

Figure 1: Disabled Student Enrolment and Graduates 1992-1996



## RESPONSE - PARTICIPATION

### RESPONSE

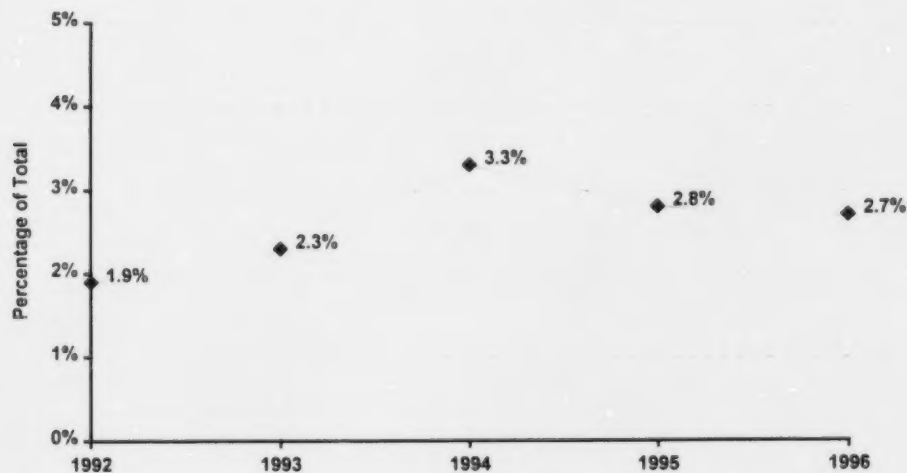
The 1996 Graduate Employment Survey was distributed to graduates from both on campus and off campus programs. There were a possible 2,531 on campus graduates. 1,634 responded for a total on campus response rate of 65%. Of the 1,634 respondents, 44 indicated they were Disabled resulting in a 3% Disabled response rate. Kelsey campus continues to have the highest proportion of Disabled respondents with 4% of all Kelsey respondents Disabled. Table 3 shows that this response rate is higher than last years. The response rates at the other three campuses declined.

**Table 3: Disabled Response**

|                 | 1996<br>Total<br>Response<br># | 1996<br>Disabled<br>Response<br># | 1996<br>Disabled<br>Response<br>% | 1995<br>Disabled<br>Response<br>% |
|-----------------|--------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| Kelsey Campus   | 435                            | 19                                | 4.4                               | 3.9                               |
| Palliser Campus | 420                            | 8                                 | 1.9                               | 2.1                               |
| Wascana Campus  | 543                            | 12                                | 2.2                               | 2.4                               |
| Woodland Campus | 236                            | 5                                 | 2.1                               | 2.7                               |
| Total           | 1634                           | 44                                | 2.7                               | 2.8                               |

Historically, the Disabled response rate has been around the two and three percent level. Figure 2 illustrates this trend.

**Figure 2: Disabled Response Rates 1992-1996**



The following pie chart illustrates the breakdown of the 44 responding Disabled graduates in terms of which campus they graduated from. Almost half of the Disabled graduates responding to the survey came from Kelsey.

**Figure 3: Disabled Graduates Responding by Campus (n=44)**

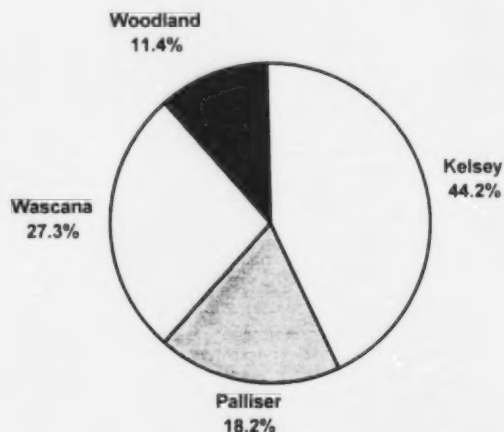


Figure 4 illustrates the distribution of Disabled and Non-Disabled respondents by Division. The percentage of Disabled graduates responding from Industrial and Service Divisions was 61%. For Non-Disabled graduates, this percentage was only 40%. It is important to note Disabled representation in all divisions.

**Figure 4: Graduates Responding by Division**



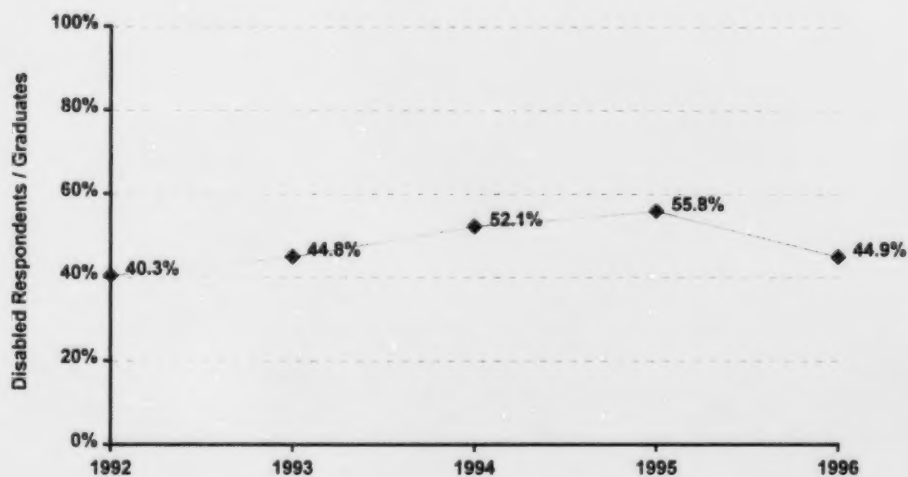
## PARTICIPATION

In 1996 there were 98 Disabled graduates from SIAST on campus programs. With 44 of these graduates responding to the survey, the percentage of Disabled participation is 45%. Table 4 and Figure 5 illustrate the Disabled participation rates over time.

**Table 4: Disabled Participation 1992 - 1996**

|                                | 1992 | 1993 | 1994 | 1995 | 1996 |
|--------------------------------|------|------|------|------|------|
| Number of Disabled Graduates   | 67   | 67   | 91   | 77   | 98   |
| Number of Disabled Respondents | 27   | 30   | 52   | 43   | 44   |
| Disabled Participation Rate    | 40.3 | 44.8 | 52.1 | 55.8 | 44.9 |

**Figure 5: Disabled Participation Rates 1992 - 1996**



## PROGRAM INFORMATION

QUESTION 1 What is the name of the program you graduated from?

QUESTION 2 What SIAST Campus did you attend?

Graduates were asked to indicate the name of the program and the institute they attended. Table 5 lists the number of Disabled respondents in each program categorized by institute and division. The program with the highest number of Disabled respondents was the Office Education program offered at Wascana Campus (4 respondents).

## PROGRAM OF STUDY

**Table 5: Disabled Graduates Responding by Program**

| Campus   | Division   | Program Name                            | Disabled Respondents |
|----------|------------|-----------------------------------------|----------------------|
| Kelsey   | Health     | Diploma Nursing                         | 1                    |
|          |            | Home Care/Special Care Aide             | 1                    |
|          |            | Medical Laboratory Technician           | 1                    |
|          |            | Medical Radiation Technology            | 1                    |
|          | Industrial | Heavy Equipment Mechanics               | 2                    |
|          |            | Machine Shop                            | 2                    |
|          |            | Parts Management Technician             | 3                    |
|          | Service    | Library Technician                      | 1                    |
|          |            | Library Technician Bridging             | 1                    |
|          |            | Rehabilitation Worker Certificate       | 3                    |
|          |            | Rehabilitation Worker Diploma           | 1                    |
|          |            | Youth Care Worker Diploma               | 1                    |
|          | Technology | Computer Systems Technology             | 1                    |
|          | Total      |                                         | 19                   |
| Palliser | Business   | Accountancy                             | 1                    |
|          |            | Computer Information Systems            | 2                    |
|          |            | Office Education                        | 1                    |
|          | Industrial | Advanced Video Systems                  | 1                    |
|          |            | Electrician                             | 1                    |
|          | Service    | Professional Cooking                    | 1                    |
|          | Technology | Instrumentation Engineering Technology  | 1                    |
|          | Total      |                                         | 8                    |
| Wascana  | Business   | Office Education                        | 4                    |
|          | Industrial | Building Systems Operator               | 1                    |
|          |            | Building Systems Technician             | 1                    |
|          |            | Outdoor Power Equipment Technician      | 3                    |
|          | Service    | Early Childhood Development Certificate | 1                    |
|          | Technology | Drafting Technician                     | 2                    |
|          | Total      |                                         | 12                   |
| Woodland | Business   | Clerk Typist                            | 1                    |
|          |            | Computer Clerk                          | 1                    |
|          | Industrial | Micro-Electronics Technician            | 1                    |
|          |            | Outdoor Power Equipment Technician      | 1                    |
|          | Service    | Cosmetologist                           | 1                    |
|          | Total      |                                         | 5                    |
| Total    |            | 44                                      |                      |

**QUESTION 3 Which of the following best describes your reason for completing this program?**

**REASON  
COMPLETED  
PROGRAM**

Graduates were asked for the primary reason for completing their program of study. Forty-four Disabled graduates answered this question. As Table 6 indicates, 36% stated *Employment in this Field* as the reason; 34% indicated a *Change of Career*; 16% said it was *Other Reasons*, and 14% said it was *Update of Job Skills*. The distribution for Non-Disabled graduates follows a similar pattern. Compared to last year, a larger portion of Disabled graduates indicated *Employment in this Field*.

**Table 6: Reasons for Completing Program**

|                          | 1996<br>Non-Disabled<br>Graduates |       | 1996<br>Disabled<br>Graduates |       | 1995<br>Disabled<br>Graduates |
|--------------------------|-----------------------------------|-------|-------------------------------|-------|-------------------------------|
|                          | #                                 | %     | #                             | %     | %                             |
| Update of Job Skills     | 250                               | 15.8  | 6                             | 13.6  | 23.3                          |
| Change of Career         | 317                               | 20.1  | 15                            | 34.1  | 41.9                          |
| Employment in this Field | 911                               | 57.7  | 16                            | 36.4  | 18.6                          |
| Other Reasons            | 100                               | 6.3   | 7                             | 15.9  | 16.3                          |
| Total                    | 1578                              | 100.0 | 44                            | 100.0 | 100.0                         |

**QUESTION 4 Did the training program meet your expectations?**

**PROGRAM  
MET  
EXPECTATIONS**

Over 88% of Disabled graduates responding, (38 of 44) indicated the training program had met their expectations. This percentage compares with 92% of Non-Disabled graduates (1,450 of 1,587) who said the program had met their expectations.

**QUESTION 5 Can you rate the overall quality of the training you received on the following scale: Excellent, Very Good, Good, Poor, Very Poor ?**

**TRAINING  
QUALITY**

Graduates were asked to rate the overall quality of the training they had received on a scale from *Excellent* to *Very Poor*. Both Disabled and Non-Disabled graduates continued to rate their program highly. As can be seen in Table 7, 14% of Disabled graduates and 18% of Non-Disabled graduates rated their program *Excellent*. Almost 57% of Disabled graduates said *Excellent* or *Very Good*. Over 72% of Non-Disabled graduates chose these two options.

**Table 7: Overall Quality of Training**

|           | 1996<br>Non-Disabled<br>Graduates |       | 1996<br>Disabled<br>Graduates |       | 1995<br>Disabled<br>Graduates |
|-----------|-----------------------------------|-------|-------------------------------|-------|-------------------------------|
|           | #                                 | %     | #                             | %     | %                             |
| Excellent | 292                               | 18.4  | 6                             | 13.6  | 23.2                          |
| Very Good | 854                               | 53.9  | 19                            | 43.2  | 41.9                          |
| Good      | 403                               | 25.4  | 16                            | 36.4  | 30.2                          |
| Poor      | 30                                | 1.9   | 2                             | 4.5   | 4.7                           |
| Very Poor | 6                                 | 0.4   | 1                             | 2.3   | 0.0                           |
| Total     | 1585                              | 100.0 | 44                            | 100.0 | 100.0                         |

## EMPLOYMENT INFORMATION

### QUESTION 6 How many employment opportunities have you applied for since completing your training program?

Graduates were asked to indicate the number of employment opportunities they had applied for since completing their program. The average number of opportunities Disabled graduates applied for was 22. In comparison, for Non-Disabled graduates this number was 16. The previous year had Disabled graduates applying on average for 33 opportunities and Non-Disabled graduates applying on average for 20.

An additional statistic not subject to extreme values is the median. In 1996, the median for Disabled graduates was 6. The median for Non-Disabled graduates was 5. Last year, the median was 5 for both. Over 50% of Disabled respondents said they applied for 6 or less opportunities. From this more meaningful statistic, we can see Disabled graduates applied for slightly more employment opportunities than Non-Disabled graduates.

#### APPLICATIONS

### QUESTION 7 How many employment interviews have you had?

Graduates were asked for the actual number of interviews they participated in. The average number for Disabled graduates was 5; for Non-Disabled graduates 3. Disabled graduates participated in almost twice as many interviews as Non-Disabled.

#### INTERVIEWS

### QUESTION 8 Are you presently employed?

Statistics Canada defines the Employment Rate as the Employed to Population ratio. Of the 44 Disabled respondents to this question, 28 indicated that they were working (64%) either full time, part time or casual. Of the 1,585 Non-Disabled graduates responding, 83% indicated they were working.

#### WORKING STATUS

Statistics Canada defines the Labor Force as those Employed and Unemployed, excluding those who are not looking for work (Not In the Labor Force). Using the Labor Force statistics, the Labor Force Employment Rate for Disabled graduates is 76%. For Non-Disabled graduates, the Labor Force Employment Rate is 91%. Table 8 summarizes this information.

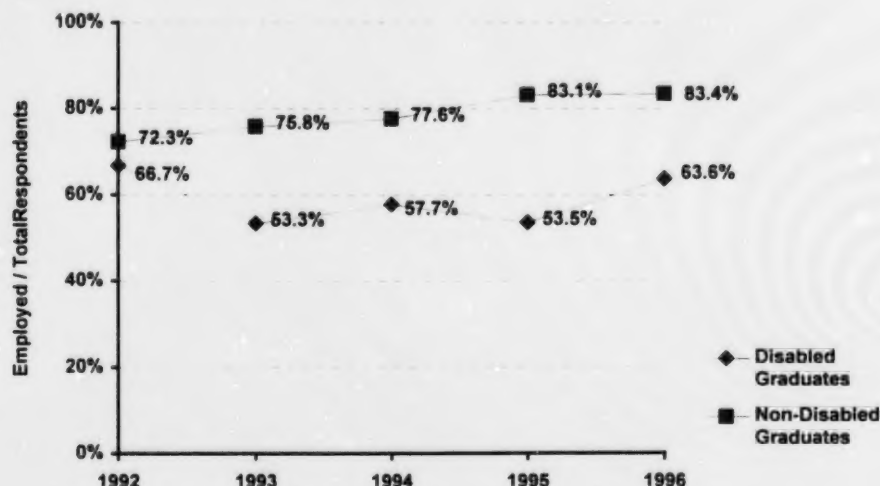
**Table 8: Working Status**

|                                                   | 1996<br>Non-Disabled<br>Graduates | 1996<br>Disabled<br>Graduates | 1995<br>Disabled<br>Graduates |
|---------------------------------------------------|-----------------------------------|-------------------------------|-------------------------------|
| Employed (working)                                | 1322                              | 28                            | 23                            |
| Not Employed (not working)                        | 263                               | 16                            | 20                            |
| Unemployed (looking for work)                     | 130                               | 9                             | 9                             |
| Labor Force (employed + unemployed)               | 1452                              | 37                            | 32                            |
| Total Population (responses)                      | 1585                              | 44                            | 43                            |
| Employment Rate (employed / responses)            | 83.4                              | 63.6                          | 53.5                          |
| Labor Force Employment Rate (empl. / labor force) | 91.0                              | 75.7                          | 21.9                          |

## EMPLOYMENT RATE

Figure 6 illustrates the Employment Rates from 1992 to 1996. Since 1992, the rates have been around the 60% level for Disabled graduates. For Non-Disabled graduates, the rates have been gradually increasing. The difference between the two groups has decreased to less than 20% this year compared to a difference of approximately 30% last year.

Figure 6: Employment Rates 1992 - 1996



QUESTION 9 What is your current primary job title?

QUESTION 10 What is the company name of your employer?

The survey questionnaire asked graduates to indicate their job title and the name of the employer they were working for. The following table lists the job titles and employer name by campus and by program name alphabetically for Disabled graduates.

## JOB TITLE and EMPLOYER

Table 9: Job Title and Employer (Disabled Respondents Only)

| Campus   | Program Name            | Job Title                    | Employer                      |
|----------|-------------------------|------------------------------|-------------------------------|
| Kelsey   | Computer Sys. Tech.     | Network Administrator        | City of Saskatoon             |
|          | Diploma Nursing         | General Duty Nurse           | Pineview Lodge                |
|          | Heavy Equipment Mech.   | Apprentice Mechanic          | Redcoat Trail School Div.     |
|          |                         | Mechanic                     | Redhead Equip. Ltd.           |
|          | Home Care/Sp. Care Aide | Nursing Attendant            | Parkridge Center              |
|          | Machine Shop            | Machinist                    | Hitachi Canadian Ind. Ltd.    |
|          |                         | Machinist                    | Superior Hard Chrome          |
|          | Medical Radiation Tech. | Med. Rad. Technologist       | Regina Health District        |
|          | Parts Mgt. Tech.        | Shipper                      | Acklands                      |
|          | Rehab. Worker Cert.     | Registered Massage Therapist | Lyman's Mobile Massage        |
|          | Youth Care Worker Dip.  | Case Management Worker       | Eliz. Frye Comm. Training Res |
|          | Accountancy             | Accountant                   | Zawislak & Zawislak           |
|          | Advanced Video Sys.     | Service Station Attendant    | Shell Canada                  |
| Palliser | Computer Info. Sys.     | Programmer Analyst           | SaskTel                       |
|          | Electrician             | Apprentice Electrician       | Foster Electric               |
|          | Inst. Engineering Tech. | Water Quality Technician     | PFRA                          |
|          | Office Ed.              | Supervisor                   | A&W                           |

| Campus   | Program Name        | Job Title                | Employer                     |
|----------|---------------------|--------------------------|------------------------------|
| Wascana  | Building Sys. Tech. | Musician                 | Self Employed                |
|          | E.C.D. Cert.        | Child Care Provider      | Glencairn Daycare            |
|          | O.P.E.T.            | Mechanic                 | Campbell West Ltd.           |
|          | Office Ed.          | Medical Receptionist     | Chiropractic Arts Clinic     |
|          |                     | Medical Receptionist     | Medi-Clinic                  |
|          |                     | Secretary/Receptionist   | Sask. Liquor & Gaming Auth.  |
| Woodland | Clerk Typist        | Receptionist/Clerk       | Peter Ballantyne Cree Nation |
|          | Computer Clerk      | Legal Stenographer       | Zatlyn Holash Law            |
|          | Cosmetologist       | Hairdresser              | Regess Hair Stylist          |
|          | Micro-Elect. Tech.  | Electronic Service Tech. | Don's Electric               |
|          | O.P. E.T.           | Mechanic                 | Leisure Sports               |

### QUESTION 11 Can you tell me the city or town closest to where you work?

Table 10 compares the responses between Disabled and Non-Disabled graduates for their location of employment. For both groups, the two largest urban centers in the province (Regina and Saskatoon) account for most of the graduates' location of employment. Disabled graduates tend to be employed more in Regina or Saskatoon than anywhere else.

### EMPLOYMENT LOCATION

**Table 10: Location of Employment**

|                    | 1996<br>Non-Disabled<br>Graduates |       | 1996<br>Disabled<br>Graduates |       | 1995<br>Disabled<br>Graduates |
|--------------------|-----------------------------------|-------|-------------------------------|-------|-------------------------------|
|                    | #                                 | %     | #                             | %     | %                             |
| Regina             | 363                               | 27.5  | 9                             | 32.1  | 28.6                          |
| Saskatoon          | 327                               | 24.8  | 9                             | 32.1  | 33.3                          |
| Prince Albert      | 116                               | 8.8   | 4                             | 14.3  | 4.8                           |
| Moose Jaw          | 57                                | 4.3   | 1                             | 3.6   | 0.0                           |
| Other Saskatchewan | 365                               | 27.7  | 5                             | 17.9  | 33.3                          |
| Other Province     | 86                                | 6.5   | 0                             | 0.0   | 0.0                           |
| Other Country      | 5                                 | 0.4   | 0                             | 0.0   | 0.0                           |
| Total              | 1319                              | 100.0 | 23                            | 100.0 | 100.0                         |

### QUESTION 12 Is your location of employment on an Indian reservation?

Of the 23 employed Disabled respondents only 1 indicated they were employed on an Indian reservation. The remaining 22 indicated their employment was off the reservation. This equates to just over 4% of employed Disabled respondents working on an Indian reservation.

### QUESTION 13 Is your employer an: Aboriginal organization, Aboriginal owned business, Aboriginal operated business or a Government agency whose prime focus is Aboriginal people?

Of the 28 Disabled respondents, 96% indicated their employer was none of the above selections. One Disabled graduate indicated their employer was a government agency whose prime focus is Aboriginal people.

### ABORIGINAL EMPLOYER

**QUESTION 14** Can you tell me your monthly or hourly salary before deductions?

**SALARY**

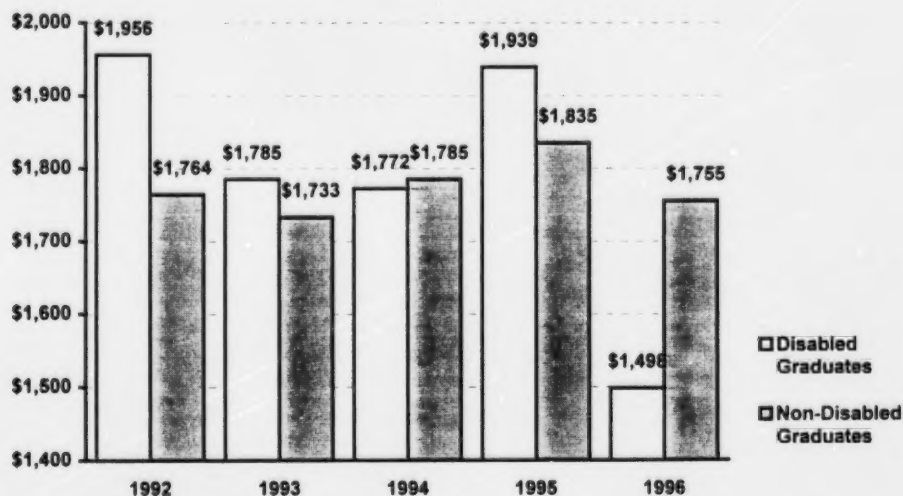
The question provided a means to answer in either an hourly or a monthly salary figure. In the analysis, the data was filtered to include only those respondents **employed full time in a training related occupation** and converted into a monthly figure. This was done to allow comparison with previous years. Self employed respondents working full time in a training related occupation were also included. The Mean Disabled salary was lower than the Non-Disabled salary. Both statistics were lower than last year's levels. Table 11 compares the salaries for Disabled and Non-Disabled graduates.

**Table 11: Full Time Training Related Salary Comparison**

|         | 1996<br>Non-Disabled<br>Graduates<br>\$ | 1996<br>Disabled<br>Graduates<br>\$ | 1995<br>Disabled<br>Graduates<br>\$ |
|---------|-----------------------------------------|-------------------------------------|-------------------------------------|
| Minimum | 800                                     | 1000                                | 800                                 |
| Maximum | 6300                                    | 2400                                | 2800                                |
| Mean    | 1755                                    | 1498                                | 1939                                |
| Median  | 1575                                    | 1410                                | 2088                                |

Historically, as depicted in Figure 7, the Mean Disabled salary fluctuated from being higher to being lower than the Mean Non-Disabled average salary. This years extremely low average for Disabled graduates may be partially explained by the large percentage of graduates in the traditionally lower paying Industrial and Service jobs.

**Figure 7: Mean Monthly Full Time Training Related Salary 1992 - 1996**



**QUESTION 15** On average, how many hours per week do you work in total? Is it: Less than 30 hours , 30 hours or more?

By answering *Less than 30 hours* the respondent was indicating part time employment. If *30 hours or more* was selected the respondent was working full time. Table 12 compares the Disabled response to the Non-Disabled response. Of the 28 employed Disabled respondents, 64% indicated they were full time employed. This percentage is smaller than the Non-Disabled where 79% indicated they were full time employed and lower than last year's Disabled Full Time of 74%.

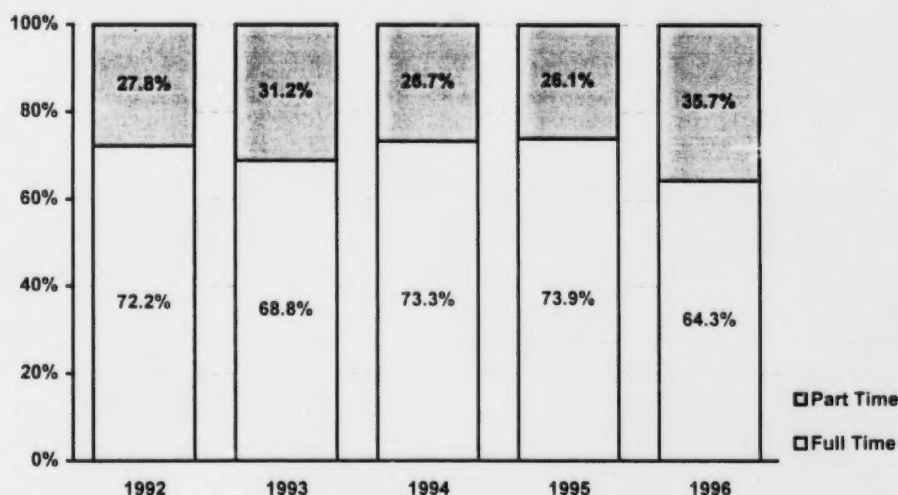
**FULL TIME/  
PART TIME**

**Table 12: Full Time / Part Time Employment**

|                                            | 1995<br>Non-Disabled<br>Graduates |       | 1996<br>Disabled<br>Graduates |       | 1995<br>Disabled<br>Graduates |
|--------------------------------------------|-----------------------------------|-------|-------------------------------|-------|-------------------------------|
|                                            | #                                 | %     | #                             | %     | %                             |
| More than 30 Hours per week<br>(Full Time) | 1043                              | 79.4  | 18                            | 64.3  | 73.9                          |
| Less than 30 Hours per week<br>(Part Time) | 271                               | 20.6  | 10                            | 35.7  | 26.1                          |
| Total                                      | 1314                              | 100.0 | 28                            | 100.0 | 100.0                         |

Since 1994, the percentage of Disabled respondents employed full time has been between 60 and 70 percent. Figure 8 graphs the percentage in full time or part time from 1992 to 1996. As can be seen, the full time percentages have always been larger than the part time percentages, yet this year had over a third in part time employment.

**Figure 8: Full Time / Part Time Employment for Disabled Graduates 1992 -1996**



## QUESTION 16 How many jobs do you currently hold?

### **JOBS HELD**

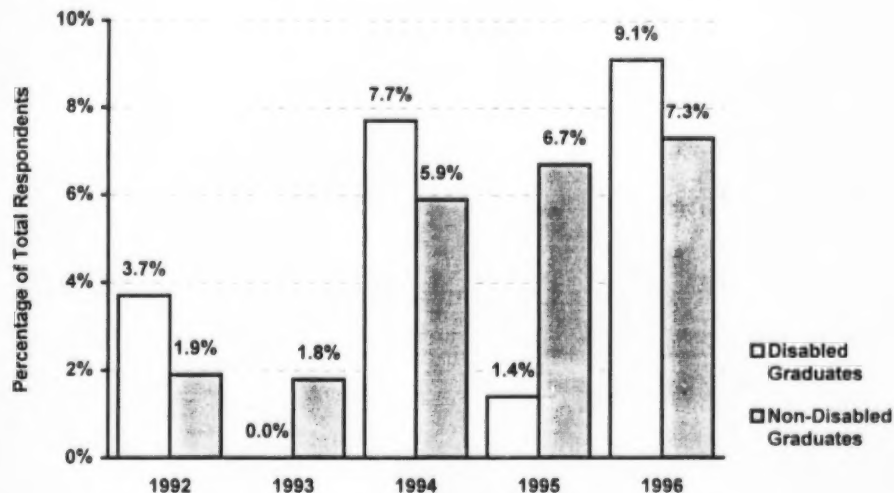
For this question, there was no distinction between the type of jobs held. Respondents could be full time employed, part time employed, or any combination of the two. The average number of jobs Disabled graduates and Non-Disabled graduates held was 1.

## QUESTION 17 Are you Self Employed?

### **SELF EMPLOYED**

Figure 9 illustrates the percentage of respondents for Disabled graduates and Non-Disabled graduates that indicated they were self employed. Of the 44 Disabled graduates, 9% indicated they were self employed. Seven percent of the 1,613 Non-Disabled graduates indicated they were self employed. For both groups the percentage continues to rise from 1992 levels.

Figure 9: Self Employed 1992 -1996



## QUESTION 18 Is this self employment Full Time or Part Time?

### **SELF EMPLOYED FULL TIME PART TIME**

One of the four self employed Disabled respondents indicated they were self employed on a full time basis. Three indicated part time self employment.

## QUESTION 19 Which of the following reasons best describes why you are self employed: Wish to have own business, Family responsibilities, Can work and continue training, No other jobs available, Other reasons?

### **REASON SELF EMPLOYED**

Desire for one's own business is once again the most popular reason. Table 13 lists the reasons for being self employed for both Disabled and Non-Disabled graduates.

**Table 13: Reasons for Being Self Employed**

|                                | 1995<br>Non-Disabled<br>Graduates |       | 1996<br>Disabled<br>Graduates |       | 1995<br>Disabled<br>Graduates |       |
|--------------------------------|-----------------------------------|-------|-------------------------------|-------|-------------------------------|-------|
|                                | #                                 | %     | #                             | %     | #                             | %     |
| Wish to have own business      | 47                                | 43.1  | 2                             | 50.0  |                               | 33.3  |
| Family responsibilities        | 12                                | 11.0  | 0                             | 0.0   |                               | 16.7  |
| Can work and continue training | 12                                | 11.0  | 0                             | 0.0   |                               | 0.0   |
| No other jobs available        | 11                                | 10.1  | 1                             | 25.0  |                               | 0.0   |
| Other reasons                  | 27                                | 24.8  | 1                             | 25.0  |                               | 50.0  |
| Total                          | 109                               | 100.0 | 4                             | 100.0 |                               | 100.0 |

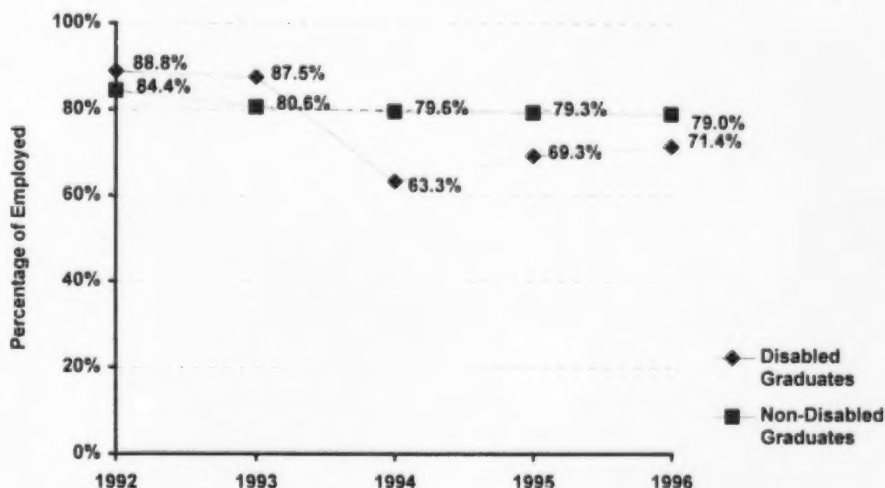
**QUESTION 20 Is your present or primary job directly related to the education and training you received in your program?**

Of the 28 Disabled graduates who found employment, 71% responded that the work they are doing now is directly related to the training they received (i.e. requiring all or some of the skills gained in their training program). This percentage compares slightly lower than the percentage of Non-Disabled graduates, which was 79%.

**TRAINING  
RELATED  
EMPLOYMENT**

Historically, as is illustrated in Figure 10, Disabled graduates employed have been successful in finding employment directly related to their education and training. In the past five years, over 60% of the employment obtained by Disabled graduates have been training related

**Figure 10: Training Related Employment 1992 - 1996**



**QUESTION 21 How many weeks after completing your program was it before you got your first training related job offer?**

On average, the Disabled graduate took longer to find a training related job than the Non-Disabled graduates. For the Disabled graduate, 6 weeks passed before they received their first training related job offer. For Non-Disabled graduates, 8 weeks passed. Table 14 lists the minimum,

**WEEKS BEFORE  
FIRST TRAINING  
RELATED JOB  
OFFER**

maximum and mean for the number of weeks passing before the graduate received their first training related job offer.

**Table 14: Weeks Before First Training Related Job Offer**

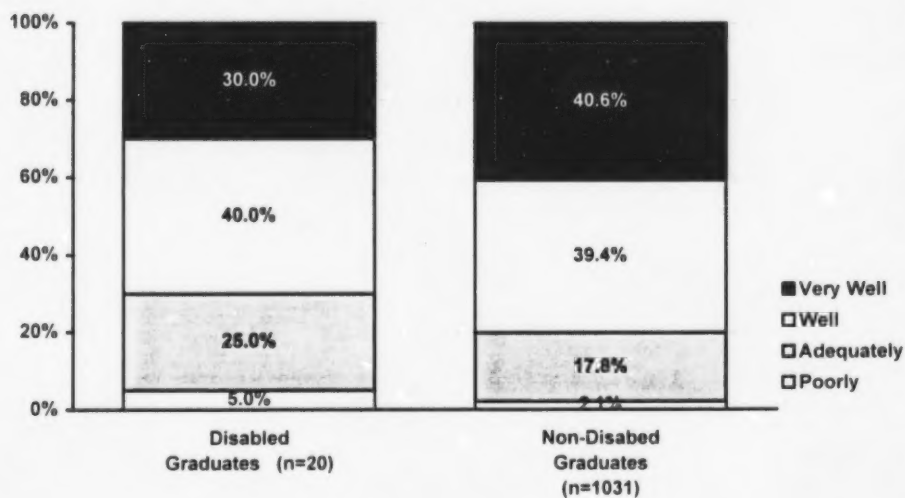
|         | 1996<br>Non-Disabled<br>Graduates | 1996<br>Disabled<br>Graduates | 1995<br>Disabled<br>Graduates |
|---------|-----------------------------------|-------------------------------|-------------------------------|
| Minimum | 1                                 | 1                             | 0                             |
| Maximum | 78                                | 16                            | 16                            |
| Mean    | 7.7                               | 5.5                           | 6.2                           |

**QUESTION 22** On the following scale, how well did the training program prepare you for a job in a related field: Very Well, Well, Adequately, Poorly?

**PROGRAM  
PREPARATION  
FOR TRAINING  
RELATED JOB**

Of 20 employed, Disabled respondents, 30% said *Very Well*, 40% indicated *Well*, 25% said *Adequately* and 5% said *Poorly*. Seventy percent of employed, Disabled respondents indicated that the training program prepared them for a job in a related field *Well* or *Very Well*. This is lower than Non-Disabled graduates where 80% of employed respondents indicated *Well* or *Very Well* yet relatively high. Figure 11 illustrates the two groups.

**Figure 11: Training Related Job Preparation**



**QUESTION 23** Which reason best describes why your work or job is not related to your program: No longer interested in this field, No jobs available, Not qualified for related jobs, or Other reasons?

When presented with a list of reasons employment was not training related, most Disabled graduates indicated *No Jobs Available*. As is illustrated in Table 15, 57% of Disabled graduates responding chose this reason. This reason was also the most popular for the Non-Disabled.

**REASON JOB  
NOT TRAINING  
RELATED**

**Table 15: Reasons Why Work or Job Not Training Related**

|                                    | 1996<br>Non-Disabled<br>Graduates |       | 1996<br>Disabled<br>Graduates |       | 1995<br>Disabled<br>Graduates |
|------------------------------------|-----------------------------------|-------|-------------------------------|-------|-------------------------------|
|                                    | #                                 | %     | #                             | %     | %                             |
| No longer interested in this field | 8                                 | 3.1   | 0                             | 0.0   | 14.3                          |
| Not qualified for related job      | 19                                | 7.3   | 1                             | 14.3  | 0.0                           |
| No jobs available                  | 134                               | 51.1  | 4                             | 57.1  | 42.9                          |
| Other reasons                      | 101                               | 38.5  | 2                             | 28.6  | 42.9                          |
| Total                              | 262                               | 100.0 | 7                             | 100.0 | 100.0                         |

## NOT EMPLOYED

**QUESTION 24** Have you worked at all since completing your training program?

**WORKED AT ALL** For Disabled graduates, 56% of unemployed respondents indicated they had worked at some time since completing their program. For Non-Disabled graduates, the percentage is 62%. Figure 12 compares the two groups.

**Figure 12: Worked at All**



**QUESTION 25** Was this work directly related to the education and training you received in your program?

**PREVIOUS WORK DIRECTLY RELATED** Of the unemployed respondents who indicated they had worked at some time, 78% of those Disabled and 53% of Non-Disabled respondents indicated the work was directly related to their training. Table 16 illustrates these numbers.

**Table 16: Previous Work Directly Related to Training**

|       | 1996<br>Non-Disabled<br>Graduates |       | 1996<br>Disabled<br>Graduates |       | * 1995<br>Disabled<br>Graduates |
|-------|-----------------------------------|-------|-------------------------------|-------|---------------------------------|
|       | #                                 | %     | #                             | %     | %                               |
| Yes   | 101                               | 63.1  | 5                             | 55.6  | na                              |
| No    | 59                                | 36.9  | 4                             | 44.4  | na                              |
| Total | 160                               | 100.0 | 9                             | 100.0 | na                              |

\* Note: New question to survey therefore no historical data available.

## QUESTION 26 Was this Full Time or Part Time employment?

Data for this question was not available.

## QUESTION 27 Are you scheduled to return to work in the future?

Graduates not working were asked if they were scheduled to return to work. Twenty two percent of Disabled graduates and 47% of Non-Disabled graduates who were not working indicated they were scheduled to return to work. Table 17 illustrates these numbers and shows a similar trend from 1995 for Disabled graduates.

### SCHEDULED TO RETURN TO WORK

**Table 17: Scheduled to Return To Work**

|       | 1996<br>Non-Disabled<br>Graduates |       | 1996<br>Disabled<br>Graduates |       | 1995<br>Disabled<br>Graduates |
|-------|-----------------------------------|-------|-------------------------------|-------|-------------------------------|
|       | #                                 | %     | #                             | %     | %                             |
| Yes   | 72                                | 47.1  | 2                             | 22.2  | 20.0                          |
| No    | 81                                | 52.9  | 7                             | 77.8  | 80.0                          |
| Total | 153                               | 100.0 | 9                             | 100.0 | 100.0                         |

## QUESTION 28 Are you actively looking for work?

Table 18 illustrates the responses to the question of whether the non-working graduates were looking for work or not. More Disabled graduates responding indicated they were not looking for work than Non-Disabled graduates. Compared to last year, the percentage of graduates Not Looking for Work decreased.

**Table 18: Non-working Respondents Looking or Not Looking for Work**

|                      | 1996<br>Non-Disabled<br>Graduates |       | 1996<br>Disabled<br>Graduates |       | 1995<br>Disabled<br>Graduates |
|----------------------|-----------------------------------|-------|-------------------------------|-------|-------------------------------|
|                      | #                                 | %     | #                             | %     | %                             |
| Looking for work     | 130                               | 52.8  | 9                             | 69.2  | 45.0                          |
| Not looking for work | 116                               | 47.2  | 4                             | 30.8  | 55.0                          |
| Total                | 246                               | 100.0 | 13                            | 100.0 | 100.0                         |

This question distinguishes non-working respondents into 2 groups. One group is those respondents who are **looking for work** and is classified as **Unemployed**. The other group is those respondents who are **not actively looking for work** and is classified as **Not In The Labor Force**. Using Statistics Canada definitions, the Labor Force is defined as those people Employed and those people Unemployed (i.e. actively looking for work). The Unemployment Rate is the ratio of those Unemployed to the Labor Force. The Unemployment Rate for Disabled graduates is 24.3%. For Non-Disabled graduates the Unemployment rate is only 9.0%. Table 19 illustrates the Unemployment Rate for Disabled and Non-Disabled graduates.

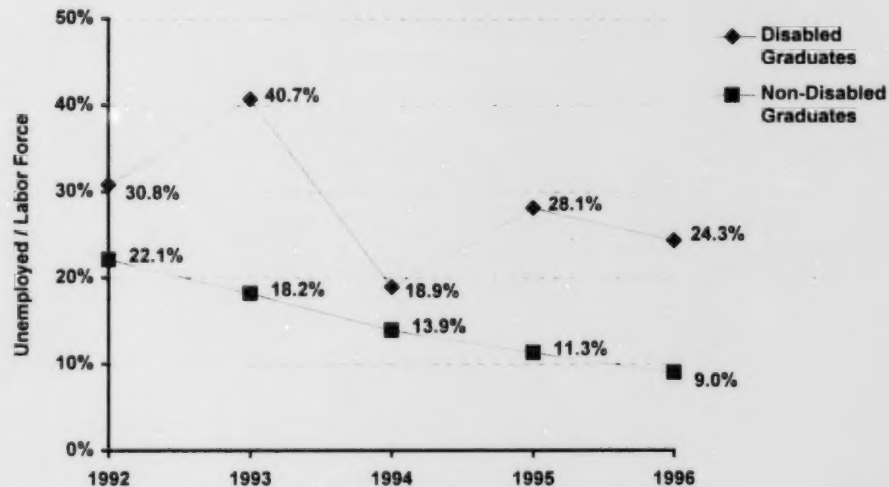
### UNEMPLOYED or NOT IN THE LABOR FORCE

**Table 19: Unemployment Rate**

|                                            | 1996<br>Non-Disabled<br>Graduates | 1996<br>Disabled<br>Graduates | 1995<br>Disabled<br>Graduates |
|--------------------------------------------|-----------------------------------|-------------------------------|-------------------------------|
| Employed                                   | 1322                              | 28                            | 23                            |
| Unemployed (looking for work)              | 130                               | 9                             | 9                             |
| Labor Force (employed + unemployed)        | 1452                              | 37                            | 32                            |
| Unemployment Rate (unemployed/labor force) | 9.0%                              | 24.3%                         | 28.1%                         |

Figure 13 illustrates the Unemployment rates from 1992 to 1996. The rates continue to decrease for both groups. The difference between the Disabled and Non-Disabled graduates this year is around 15%. One reason for the wide fluctuations for the Disabled group could be the small sample size.

**Figure 13: Unemployment Rates 1992 - 1996**



**QUESTION 29** Which of the following best describes the reason you have been unsuccessful in finding a job: Employment is seasonal, Require further training, No jobs in desired location, Not enough experience, No jobs available at all, or Other reasons?

**REASON  
UNEMPLOYED**

The most common reason given by Disabled graduates was *Require further training*. For Non-Disabled graduates the most common reason given was *Not enough experience*. Table 20 lists all the reasons and percentages for both groups.

**Table 20: Reasons Unsuccessful in Finding a Job**

|                             | 1995<br>Non-Disabled<br>Graduates |       | 1996<br>Disabled<br>Graduates |       | 1995<br>Disabled<br>Graduates |
|-----------------------------|-----------------------------------|-------|-------------------------------|-------|-------------------------------|
|                             | #                                 | %     | #                             | %     | %                             |
| Employment is seasonal      | 19                                | 14.7  | 0                             | 0.0   | 0.0                           |
| Require further training    | 10                                | 7.8   | 3                             | 33.3  | 0.0                           |
| No jobs in desired location | 18                                | 14.0  | 2                             | 22.2  | 22.2                          |
| Not enough experience       | 35                                | 27.1  | 1                             | 11.1  | 33.3                          |
| No jobs available at all    | 31                                | 24.0  | 2                             | 22.2  | 33.3                          |
| Other reasons               | 16                                | 12.4  | 1                             | 11.1  | 11.1                          |
| Total                       | 129                               | 100.0 | 9                             | 100.0 | 100.0                         |

**QUESTION 30** Which of the following best describes your reason for not looking for work: Returned to school, Family responsibilities, Health/Disability, Given up looking, or Other reasons?

Disabled graduates gave three reasons for not being in the labor force. Non-Disabled graduates chose returning to school the most often. Table 21 lists all of the reasons and the percentages of respondents for both groups.

#### **REASON NOT IN LABOR FORCE**

**Table 21: Reasons Not Looking for Work**

|                         | 1995<br>Non-Disabled<br>Graduates |       | 1996<br>Disabled<br>Graduates |       | 1995<br>Disabled<br>Graduates |
|-------------------------|-----------------------------------|-------|-------------------------------|-------|-------------------------------|
|                         | #                                 | %     | #                             | %     | %                             |
| Returned to school      | 70                                | 63.1  | 1                             | 33.3  | 54.5                          |
| Family responsibilities | 11                                | 9.9   | 1                             | 33.3  | 0.0                           |
| Health/Disability       | 8                                 | 7.2   | 0                             | 0.0   | 45.5                          |
| Given up looking        | 2                                 | 1.8   | 1                             | 33.3  | 0.0                           |
| Other reasons           | 20                                | 18.0  | 0                             | 0.0   | 0.0                           |
| Total                   | 111                               | 100.0 | 3                             | 100.0 | 100.0                         |

## EDUCATION

**QUESTION 31** Are you enrolled in any education or training program at present?

**IN ANY  
EDUCATION  
NOW**

Disabled graduates were similar to Non-Disabled graduates in the percentage of respondents indicating they were enrolled in an education or training program. Sixteen percent of the 44 Disabled respondents indicated enrollment in a program. Eighteen percent of 1,584 Non-Disabled respondents indicated they were enrolled in an education or training program.

**QUESTION 32** Which of the following best describes what type of program it is: Further training in the same SIAST program, Other SIAST program, A University program, Another post-secondary program, or Some other program?

**EDUCATION  
TYPE**

Twenty-nine percent of Disabled graduates enrolled in a program indicated a SIAST program. This compares with 52% of Non-Disabled graduates in a SIAST program. Last year, 68% of Disabled graduates indicated enrolment in a SIAST program. A large percentage of Disabled graduates enroll in some other program of education or training. Table 22 lists the types of programs enrolled in for Disabled and Non-Disabled graduates.

**Table 22: Type of Program Currently Enrolled In**

|                              | 1995<br>Non-Disabled<br>Graduates |       | 1996<br>Disabled<br>Graduates |       | 1995<br>Disabled<br>Graduates |       |
|------------------------------|-----------------------------------|-------|-------------------------------|-------|-------------------------------|-------|
|                              | #                                 | %     | #                             | %     | #                             | %     |
| Same SIAST program           | 89                                | 32.2  | 2                             | 28.6  |                               | 63.6  |
| Other SIAST program          | 54                                | 19.6  | 0                             | 0.0   |                               | 9.1   |
| University program           | 56                                | 20.3  | 1                             | 14.3  |                               | 0.0   |
| Other post-secondary program | 24                                | 8.7   | 1                             | 14.3  |                               | 27.3  |
| Other program                | 53                                | 19.2  | 3                             | 42.9  |                               | 0.0   |
| Total                        | 276                               | 100.0 | 7                             | 100.0 |                               | 100.0 |

**QUESTION 33** What is the name of this program?

The following table alphabetically lists the names of the programs Disabled graduates indicated they were enrolled in. Note that there may be more than one graduate in a particular program.

**Table 23: Program Names Disabled Graduates Currently Enrolled In**

| Program Name               |
|----------------------------|
| BST                        |
| Business Communications    |
| CMA                        |
| Office Education           |
| Orthopedic Massage Therapy |
| Sask. Abilities Council    |
| Arts and Science           |

## DEMOGRAPHICS

### QUESTION 34 Gender

The proportion of male to female Disabled graduates has moved closer to a 50:50 split than last year. The split is opposite the split for Non-Disabled graduates. There are more female Non-Disabled graduates than males, yet there are more male Disabled graduates than females. Table 24 illustrates these numbers.

#### GENDER

**Table 24: Gender Distribution**

|        | 1995<br>Non-Disabled<br>Graduates |       | 1996<br>Disabled<br>Graduates |       | 1995<br>Disabled<br>Graduates |
|--------|-----------------------------------|-------|-------------------------------|-------|-------------------------------|
|        | #                                 | %     | #                             | %     | %                             |
| Male   | 736                               | 46.4  | 23                            | 52.3  | 65.1                          |
| Female | 849                               | 53.6  | 21                            | 47.7  | 34.9                          |
| Total  | 1585                              | 100.0 | 44                            | 100.0 | 100.0                         |

### QUESTION 35 How old were you last June 30?

On average, Disabled graduates are older than Non-Disabled graduates. Table 25 illustrates the minimum, maximum and mean (average) age of respondents, as well as the distribution of ages in categories. The average age for Disabled graduates was 31.9 years. For Non-Disabled graduates it was 25.7 years.

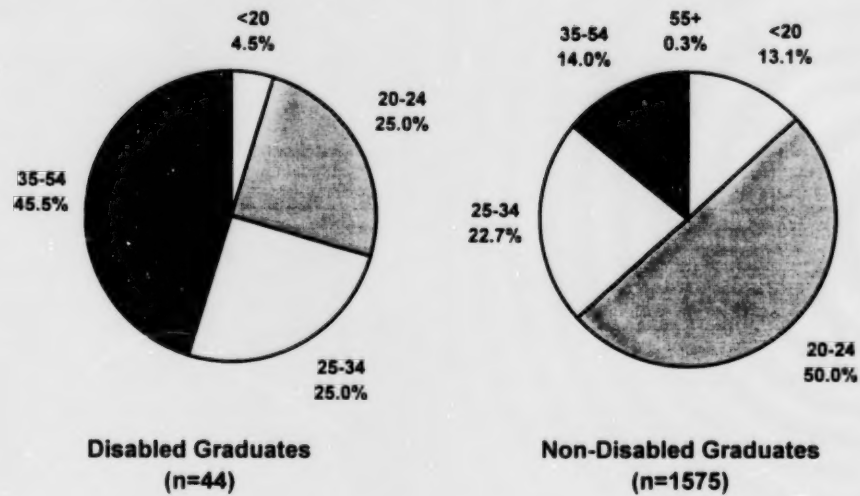
#### AGE

**Table 25: Age Distribution**

|                           | 1995<br>Non-Disabled<br>Graduates |       | 1996<br>Disabled<br>Graduates |       | 1995<br>Disabled<br>Graduates |
|---------------------------|-----------------------------------|-------|-------------------------------|-------|-------------------------------|
|                           | #                                 | %     | #                             | %     | %                             |
| Minimum age               | 17                                |       | 18                            |       | 19                            |
| Maximum age               | 59                                |       | 52                            |       | 49                            |
| Mean age (average)        | 25.7                              |       | 31.9                          |       | 32.2                          |
| Less than 20 years of age | 206                               | 13.1  | 2                             | 4.5   | 2.3                           |
| 20 - 24 years of age      | 787                               | 50.0  | 11                            | 25.0  | 27.9                          |
| 25 - 34 years of age      | 358                               | 22.7  | 11                            | 25.0  | 32.6                          |
| 35 - 54 years of age      | 220                               | 14.0  | 20                            | 45.5  | 37.2                          |
| 55 years of age and older | 4                                 | 0.3   | 0                             | 0.0   | 0.0                           |
| Total                     | 1575                              | 100.0 | 44                            | 100.0 | 100.0                         |

Figure 14 illustrates the difference in age distribution between Disabled graduates and Non-Disabled graduates. The proportion of young Disabled graduates is less than the proportion of young Non-Disabled graduates. Only 30% of Disabled graduates were under 25 as compared with 63% of Non-Disabled graduates. The proportion of older Disabled graduates is more than the proportion of older Non-Disabled graduates. Almost 46% of Disabled graduates were over 35 as compared with only 14% of Non-Disabled graduates.

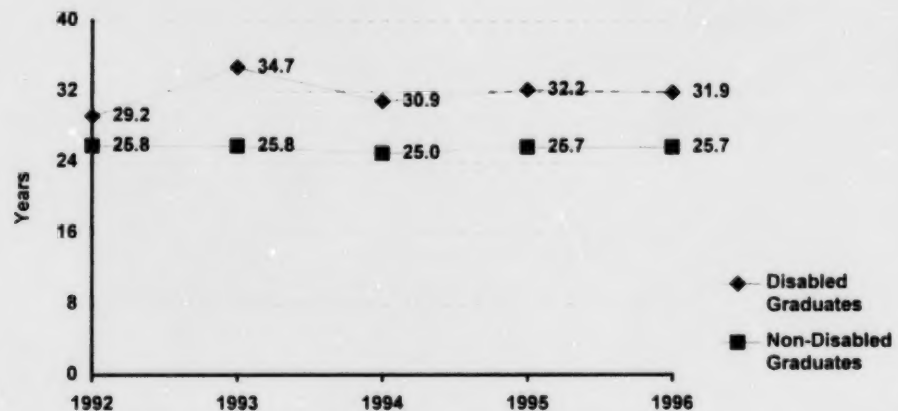
**Figure 14: Age Distribution**



# **AVERAGE AGE**

The average age for Disabled graduates has always been higher than the average age for Non-Disabled graduates. Figure 15 illustrates the average age between Disabled and Non-Disabled graduates from 1992 to 1996.

**Figure 15: Average Age 1992 - 1996**



**QUESTION 36 Are you of Aboriginal ancestry?**

Of the 44 Disabled respondents, 9 indicated they were of Aboriginal ancestry. This equates to 21%.

**ABORIGINAL  
ANCESTRY**

**QUESTION 37 Do you consider yourself: Status/Treaty Indian, Metis, Non-Status Indian, or Inuit?**

Of the 9 Disabled respondents, who indicated their Aboriginal ancestry, 4 indicated they were Status/Treaty Indian, 2 indicated Metis origin and 3 indicated Non-Status Indian.

**QUESTION 38 Do you consider yourself a member of a visible minority?**

Of the 33 Disable graduates responding, 4 indicated they were members of a visible minority.

**VISIBLE  
MINORITY**

**QUESTION 39 Do you consider yourself disabled?**

This question is the key identifier in splitting the data into either Disabled or Non-Disabled respondents.

**DISABLED**

## CONCLUSION

By looking at the results of this survey, the following general statements regarding the Disabled graduates can be made:

- present at all campuses and in all divisions;
- felt their training program had met their expectations and rated their training high;
- applied on average for slightly more employment opportunities than Non-Disabled graduates;
- had lower employment and higher unemployment rates than Non-Disabled graduates;
- worked primarily in Regina or Saskatoon;
- earned on average a lower full time training related monthly salary than Non-Disabled graduates;
- more likely to be part time employed than Non-Disabled graduates.
- more likely to be self employed than Non-Disabled graduates;
- of those not working, less likely to have worked at all than Non-Disabled graduates; and,
- were older on average than the Non-Disabled graduates.

Compared to last year, the Disabled graduates improved in the following areas:

- greater presence at the campuses;
- lower average number of employment opportunities applied for;
- higher employment rates;
- lower unemployment rates;
- higher percentage self employed;
- higher percentage in training related employment; and,
- higher percentage scheduled to return to work.

## APPENDIX A - REFERENCES

- Saskatchewan Education, Training and Employment (SETE) and Saskatchewan Institute of Applied Science and Technology (SIASST). Employment Statistics Report, 1992 Graduate Employment Survey, April 1993.
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## APPENDIX B - SURVEY QUESTIONNAIRE



**1996 GRADUATE  
EMPLOYMENT SURVEY**



**SIAT**  
SOUTH ISLAND INVESTMENT TRAINING AGENCY

Information from this survey of SIAT graduates is used in a number of reports that provide valuable information to people in education, government, the private sector and the general public. Please take a few minutes to answer the questions which apply to your present situation. Your co-operation is voluntary and the information you provide will not be used in any way that can identify you.

**PROGRAM INFORMATION**

Q1. What is the name of the program you graduated from? \_\_\_\_\_

Q2. What SIAT Institute did you attend? \_\_\_\_\_ ☐ Kaitiaki ☐ Pukekohe ☐ Wairarapa ☐ Wairarapa

Q3. Which of the following best describe your reason for completing this program?

☐ Update of job skills  
☐ Change of career  
☐ Employment in the field  
☐ Other reason (specify): \_\_\_\_\_

Q4. Did the training program meet your expectations? ☐ Yes ☐ No

Q5. Can you rate the overall quality of the training you received on the following scale?

☐ Very Poor ☐ Poor ☐ Good ☐ Very Good ☐ Excellent

**EMPLOYMENT INFORMATION**

Q6. Have many employment opportunities been offered for recent completers of your training program? \_\_\_\_\_

Q7. Have many employment opportunities been offered to you? \_\_\_\_\_

Q8. Are you presently employed? ☐ Yes ☐ No (GO TO Q26.)

Q9. What is your current primary job title? Is a field name? ☐ Yes ☐ No

Q10. What is the company name of your primary employer? \_\_\_\_\_

Q11. What is the location of your primary employer?

☐ Region \_\_\_\_\_ ☐ Province/State  
☐ Suburb \_\_\_\_\_ ☐ Village/Town  
☐ Other Suburb/Town (city or town) (specify): \_\_\_\_\_  
☐ Other Suburb/Town location (specify): \_\_\_\_\_  
☐ Other province (specify): \_\_\_\_\_  
☐ Other country (specify): \_\_\_\_\_

Q12. Is your location of employment on an isolated reserve? ☐ Yes ☐ No

Q13. Is your employer?

☐ An Aboriginal organization  
☐ An Aboriginal owned business  
☐ An Aboriginal owned business  
☐ A government agency whose primary focus is Aboriginal people  
☐ None of these

Q14. What is your MONTHLY or HOURLY salary before deduction? \$ \_\_\_\_\_ monthly/weekly/weekly wage rate

Q15. On average, how many hours per week do you work at work? \_\_\_\_\_ 1 less than 10 hours \_\_\_\_\_ 10 hours or more

Q16. How many different jobs do you currently hold? \_\_\_\_\_

Q17. Are you self-employed? ☐ Yes ☐ No (GO TO Q26.)

Q18. Is the self-employment Full Time or Part Time? ☐ Full time ☐ Part time

Q19. Which of the following reasons best describes why you are self-employed?

☐ Wish to have more freedom  
☐ Family responsibilities  
☐ Can work and continue training  
☐ No other jobs available  
☐ Other reason (specify): \_\_\_\_\_

Q20. Is your present or primary job directly related to the education and training you received in your program? ☐ Yes ☐ No (GO TO Q25.)

Q21. How many months after completing your program was a before you got your first training related job offer? \_\_\_\_\_

Q22. Please rate how well the training program prepared you for a job in a related field?

☐ Poorly ☐ Adequately ☐ Well ☐ Very Well

(GO TO Q21.)

Q23. Which reason best describes why your work or job is not related to your program?

☐ No longer interested in this field  
☐ Not qualified for related jobs  
☐ No jobs available  
☐ Other reason (specify): \_\_\_\_\_

(GO TO Q21.)

# NOT EMPLOYED

Q34. Have you worked at all since completing your training program? ☐ Yes ☐ No (GO TO Q38)

Q35. Was this work directly related to the education and training you received in your program? ☐ Yes ☐ No

Q36. Was it Full Time or Part Time employment? ☐ Full time ☐ Part time

Q37. Are you scheduled to return to work in the future? ☐ Yes ☐ No

Q38. Are you actively looking for work? ☐ Yes ☐ No (GO TO Q39)

Q39. Which of the following best describes the reason you have been unsuccessful in finding a job?

- ☐ Employment is seasonal
- ☐ Requires further training
- ☐ No jobs in desired location
- ☐ Not enough experience
- ☐ No jobs available at all
- ☐ Other reason (specify): \_\_\_\_\_

(GO TO Q34)

Q39. Which of the following best describes your reason for not looking for work?

- ☐ Returned to school
- ☐ Family responsibilities
- ☐ Health/Disability
- ☐ Given up looking
- ☐ Other reason (specify): \_\_\_\_\_

## EDUCATION

Q40. Are you enrolled in any education or training program at present? ☐ Yes ☐ No (GO TO Q34)

Q41. Which of the following best describes what type of program it is?

- ☐ Further training that takes SAST program
- ☐ Another SAST program
- ☐ A certificate program
- ☐ Another non-credential program
- ☐ Some other program

Q42. What is the name of this program? \_\_\_\_\_

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## DEMOGRAPHICS

Q43. Gender? ☐ Male ☐ Female

Q44. How old were you on June 30<sup>th</sup>, 1992? \_\_\_\_\_

Q45. Are you of Aboriginal ancestry? ☐ Yes ☐ No (GO TO Q38)

Q46. Do you consider yourself?

- ☐ Indian/Indian Metis
- ☐ Métis
- ☐ Non-Indian Metis
- ☐ Other

(GO TO Q38)

Q47. Do you consider yourself a member of a visible minority? ☐ Yes ☐ No

(definition of visible minority: non-grown persons with the exception of Aboriginal people, that a visible minority from the majority of a number in the face of race, religion, and color related or other origin)

Q48. Do you consider yourself disabled? ☐ Yes ☐ No

(definition of disabled: non-grown with an ongoing physical, mental, psychiatric, learning or sensory condition that is caused by health injury, birth defect or illness)

Q49. Please repeat any comments you may have.

Thank you for completing this questionnaire.  
Please return it in the envelope provided as soon as possible.

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